

Hon. Michael M. Reyna  
FCA Chairman and CEO  
Opening Comments at  
FCA's "All Star" Training Session  
McLean, Virginia  
December 10, 2002

I would like to welcome each of you to FCA's first ever all-staff -- "all-star" -- training session. Before we begin, I need to make sure your "clappers" are all warmed up for our special guests and speakers.

First, please give a warm welcome to my colleague and FCA Board Member, Doug Flory ... thank you!

Some of you are aware that on behalf of the Office of Personnel Management (OPM), I have the honor of serving as a "Career Development Group Advisor" for some very special folks known as Presidential Management Interns (PMI's). I'm

very pleased that a number of the PMI's in my group have been able to join us today and I would like you to help me welcome them as well ... thank you! Please make sure you drop by their table to say hello personally.

You know this meeting has been in the planning stages for months and lots and lots of people have helped ... and are helping ... to put this event on, so let's say thank you to all of them ... and in particular Claire Rusk and Joy Burr ... by giving them a big round of applause ... thank you!

When I joined the FCA Board a little over four years ago, I promised to bring excellence, diversity and caring with me to the job and to the agency. When all is said and done three days from now ... I am confident you will agree that this training session has embodied each of them.

Please be advised ... during this session you will hear a lot about “change”. Change is sometimes fast ... and sometimes slow, sometimes hard ... and sometimes easy. But, one thing for sure ... it is always constant. And ... just as in nature ... the most personally and professionally successful people are those that have learned to adapt to changes taking place. I hope you have fun over the next three days ... and I hope you learn a few strategies to adapt to change and become more personally and professionally successful.

Organizations are made up of people ... indeed, the most important asset any organization has ... is its people. This is important and it underscores the fact that FCA can only be successful, if you are successful. Said differently ... if you are not successful ... then FCA as an organization is not ... indeed,

it cannot be successful. It is for this reason, we have chosen to subtitle this entire session ... “Investing In Your Success.”

And now ... on with the show.